



# TECOM Analysis of Logistics Training and Education Gaps

23 Sep 2008 LtCol Wroten TECOM G-3



#### **Agenda**



- Purpose
- Background
- Supporting Organizations
- Logistics T&E Continuum
- CG, TECOM Guidance
- Identified T&E Gaps
- Results of Analysis
- Recommendation
- Way Ahead



#### **Purpose**



To gain Ground Logistics Board concurrence or modification to identified Logistics Training and Education gaps



#### **Background**



- CG, TECOM concerned that disparate T&E efforts lead to ineffective logistics integration within the MAGTF
- On 28 Jul 08, CG TECOM brought together TECOM, AD/C-I&L, MARFORCOM, and OPFOR (MLG) representatives to identify gaps in the Logistics Training and Education (T&E) Continuum
- TECOM conducted mission analysis to validate perceived gaps
- Results of primary Logistics T&E analysis consolidated for this brief



#### **Supporting Commands**



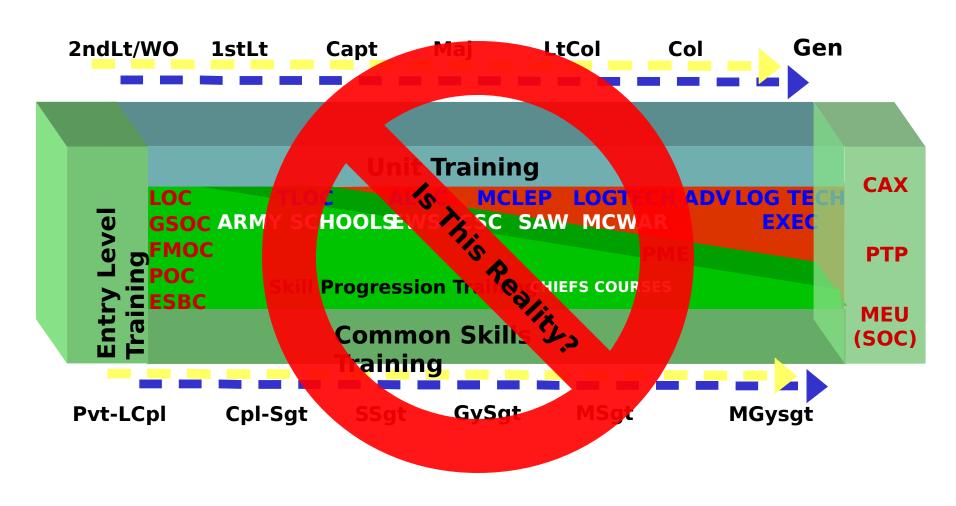
- A/DC I&L
  - LPC
  - LPV
- TECOM
  - G-3
  - GTB
  - SOML
  - MCCSS
  - MCTOG
  - MAGTFTC

- MARFORCOM
- DC CD&I
  - LID
- I MEF
  - CLR-15
- II MEF
  - CLR-27
- III MEF
  - CLR-37



## Logistics T&E Continuum

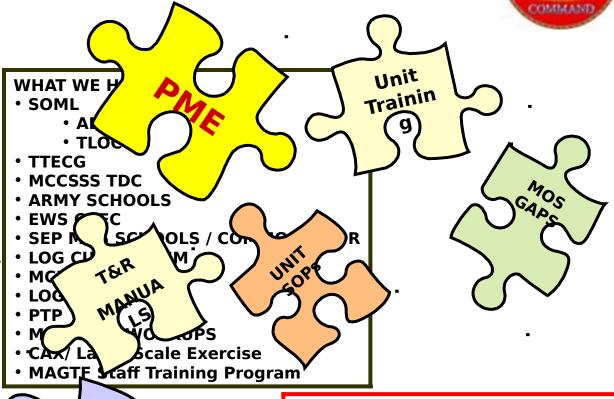






#### THE PROBLEM



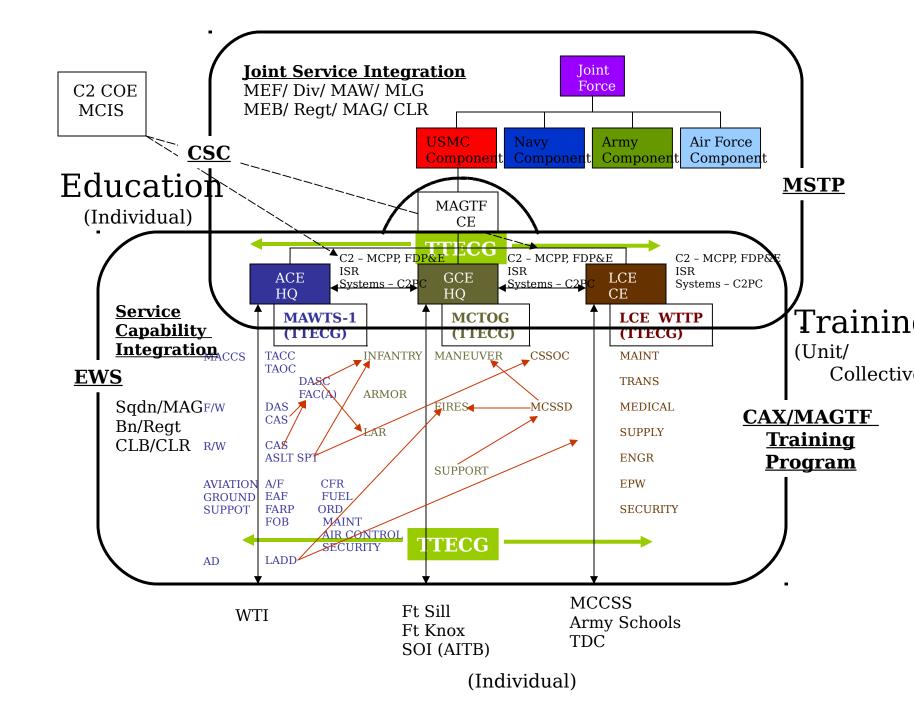






#### WHAT WE DON'T HAVE:

- COMP GROWTH & DEV OF INDIVIDUALS
- UNIT PREPARATION?
- AUTHORITY / RESPONSIBILITY?
- ADVOCACY?
- CONNECTING FILES?
- INTEGRATION W / IN THE MAGTF?





#### **CG TECOM Guidance**



- Frame the problem
  - Introduce the problem and what we are seeking individual development by step in the hierarchy of logistics
  - What are the individual and collective requirements?
  - Examine in quantifiable and detailed ways IAW the SAT process.
  - What are we currently doing and where?
  - Consider all the training venues and PME Programs.
  - Then, what are the gaps and possible solutions?
- Need Advocate and OPFORs to help identify requirements and chart Way Ahead using the MCPP model
- Develop an ESC to review outputs at defined steps in the process

#### dentified Logistics T&E Gaps

- LCE officers and SNCO are poorly trained in operational logistics decision making
- ➤ LCE officers understand the science of Command and Control, but are unable to effectively apply the art

LCE staff officers and SNCO are not familiar with running and operating within the LCE COC at Co, Bn, Regt, and MLG levels

#### dentified Logistics T&E Gaps

➤ Inability to interface with other elements of the MAGTF and CE

Insufficient training is provided to effectively operate in a Joint and interagency environment

➤ LCE officers and SNCO are unable to effectively employ Unit Training Management

#### dentified Logistics T&E Gaps

- Insufficient number of logistics topics are introduced to non-logistics officers in formal PME curriculum
- ➤ There are limited opportunities for logistics officers to receive logistics-focused resident and distance learning PME
- ➤ There is a lack of General Support supply operations instruction within the 30XX MOS curriculum
- LCE officers and SNCO are poorly trained in maintaining MAGTF readiness and execution of battlefield sustainment
  Slide 12





✓ Regardless of identified gaps, individual MOS skill and operational proficiency is high within the LCE

✓ Preponderance of identified gaps refer to shortfalls in LSE Command and Control rather than MOS/collective proficiency





- ✓ Many of the identified training shortfalls apply to the entire MAGTF and not just LCE
  - ✓ COC Operations
  - **✓UTM**
- ✓ Some perceived training gaps solely a result of current operations
  - ✓ Manning shortfalls
  - ✓Inability to conduct MOJT due to 1:1 dwell





- ✓ Logistics T&E Continuum segmented
  - ✓ Training Continuum and Education Continuum are not well-integrated
  - ✓ Multiple parallel LOCs to Logistics Advocacy
- ✓ Individual training shortfalls are evident in poor quality LCE collective/unit training

✓ Insufficient Core METL-based training





- ✓ Identifying collective training gaps within the LCE is not the same as within the GCE
  - ✓ LCE collective training applies to the command and control of dissimilar MOSs and functions
  - ✓ Lack of LCE C<sup>2</sup> training = lack of LCE collective training
- ✓ Logistics T&E curricula and methods (formal school vs. OJT) should be reviewed frequently by OPFOR SMEs and OCCFLD sponsors
  - ✓ Changes to LCE-related curricula is driven by OCCFLD sponsors and Advocate
  - ✓ OPFORs must engage sponsors, Advocate, and LOGTECOE when T&E gaps perceived



#### Recommendation



 Ground Logistics Board validates and approves Logistics T&E problem set and results of analysis

 Ground Logistics Board endorses continued LCE support to TECOM-led Logistics T&E Continuum improvement efforts



#### Way Ahead



- TECOM establishes an Executive Steering Committee in partnership with D/C I&L
- Operational Planning Team develops COAs and mitigation steps for Ground Logistics Board-approved T&E gaps
- Executive Steering Committee decides on and approves appropriate COAs
- TECOM devises the new Logistics T&E Continuum which could include MROC decisions





### **Questions?**